

Case 4-3025  
4617348

11 February 1959

MEMORANDUM FOR: The Comptroller

SUBJECT : IG Survey of the Office of Personnel

REFERENCE : Memorandum dated 29 January 1959 from Inspector General

1. Following are my comments, requested by you under date of 5 February 1959, on the reference memorandum:

25X1A (a) My experience of several years with, and knowledge of the purpose, philosophy, and performance of the CIA Career Service Program leads me to the conclusion that the plan has merit; that a CIA Career Staff is a valuable asset, but that some improvements in its application are possible.

(b) I believe that eligibility for membership should be as stated in [ ] but that these provisions should be more assiduously enforced. [ ] (paragraph 4) Policy b states in part:

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"Personnel who are accepted . . . will have the obligation to serve anywhere and at any time . . . , full consideration will be given to their particular capabilities, interests, and personal circumstances."

My experience with this provision is that few applicants are not recommended for membership even though they state that they would not, or could not serve "anywhere . . . anytime." The "local" Career Boards should be given more specific policy guidance in this matter.

(c) The basic concept of separate career services appears sound because of (1) the varying circumstances of employment present in different professional groups and (2) the varying degree of diversified opportunities in the major components; DD/P, DD/I, and DD/S.

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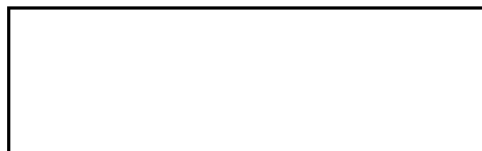
(d) Of greatest assistance to me as a member of the Comptroller's Career Service Board, is the care with which the several supervisors present their proposed action cases for consideration.

*Business as usual meeting  
discussions at law 11/11*

(e) The present procedures of the Comptroller's Career Service Board are very satisfactory. The only improvement would be a greater frequency of meetings.

(f) The main objection to greater interchange is based on real or imagined differences in professional qualifications of the personnel concerned. Obviously it would be unwise to mechanically force "square pegs into round holes", however, many of the opinions held regarding professional differences are largely imaginary and are often confused by personality considerations. Generally greater interchange, where appropriate, would tend to raise the tone of the whole body of Agency personnel.

(g) Although I have no personal knowledge of, or connection with Examining Panels, I have the impression that much of their activity is ineffective. This comment is purely gratuitous and may be ignored as incompetent. It is based on the feeling, however, that much dependence is placed on paper records and that frequently the person under consideration is unknown to any member of the panel. It is also probable that much of the paper record was made by persons unknown to the panel. There must be a better way than this.



SSA Budget and Fiscal Officer

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